

Memorandum

Date: October 25, 2022
To: All Departmental Personnel Offices
From: Benefits Division
Re: Improving Affordability and Access to Healthcare – Bargaining Units R01, R03, R04, R11, R14, R15, R17, R20, R21, and Related Excluded Employees

The \$260 monthly Improving Affordability and Access to Healthcare benefit ended on June 30, 2022, for all SEIU Local 1000 represented employees and related excluded employees who were NOT enrolled as a subscriber in a state-sponsored health plan administered by the California Public Employees' Retirement System (CalPERS). A Special Open Enrollment was held from April 1 - May 13, 2022, for eligible employees to enroll into the FlexElect or CoBen Cash Option in lieu of health and/or dental benefits.

The state agreed to provide 24 monthly payments in the amount of \$260 during the period of July 1, 2020, to June 30, 2022, to SEIU-represented employees and related excluded employees who were eligible for health benefits but were not enrolled in a state-sponsored health plan.

Some SEIU-represented and related excluded employees who enrolled in the FlexElect or CoBen Cash Option program effective July 1, 2022, did not receive their last monthly \$260 cash payment for June 2022. Instead, they received the applicable FlexElect or CoBen Cash Option payment.

To ensure the state meets the terms of the agreement with SEIU, the State Controller's Office (SCO) will issue payment for the gross difference between the FlexElect or CoBen Cash received by employees and the \$260 monthly cash benefit. SCO will process and issue this payment in October 2022 in accordance with [Payroll Letter # 22-021](#).

Departments are responsible for identifying eligible active, separated and other employees who are not captured in SCO's mass payment process and ensuring that these employees are paid appropriately. Please see Payroll Letter # 22-021 for more information.

Some employees may have received both the \$260 payment and the FlexElect or CoBen Cash Option payment for June 2022. If that occurred, departments must establish an Accounts Receivable to collect the overpayment in accordance with Payroll Letter # 22-021.

Employee Communication

To assist departments with consistent employee communication, an email regarding the above is [attached](#). The employee communication is designed to be copied into the body of an email and sent to all affected employees. Please take a moment to enter the contact information for your department in the email where indicated. The employee communication may also be printed and provided to employees who do not have access to email.

Please note that, if an employee received both the \$260 payment and the FlexElect or CoBen Cash Option payment for June 2022 and an Accounts Receivable is being established, you will need to modify the employee communication to reflect that information.

It is important that the employee communication is provided to all affected employees.

Attachment:

[Employee Communication](#)